

Participant Worksheet

April 29, 2026 | People Working Well | Presented by Brandy Zimmerman, Thriving Workplaces

This worksheet is yours to use however works best for you. You can fill it in during the session, come back to it afterwards, or share it with your team. There are no right answers.

Part 1: What Does Resilience Mean for Your Team?

Before we talk about building resilience, it helps to get honest about what it currently looks like in your workplace.

When you hear the word resilience at work, what comes up for you?

Write one word or a short phrase. There is no right answer.

Which of these best describes how resilience has been talked about in your workplace?

- Something individuals are expected to figure out on their own
 - A reason not to ask for more support or resources
 - Something we build together as a team
 - It hasn't really been talked about
 - Something else:
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In your own words, what would it mean for your team to be resilient?

Think about what you would see or feel differently if your team's resilience was stronger.

Note: *Resilience isn't about absorbing more. It's about having enough support to keep going sustainably.*

Part 2: What's Depleting Your Team Right Now?

Check any of the signs below that are showing up on your team right now.

- Increased absences or people going on leave
- Work redistributed without acknowledgment
- More complaints, less collaboration
- People not asking for help even when clearly struggling
- Everyone says "fine" but nothing feels fine
- High staff turnover
- People burning out quietly
- Difficulty recovering after hard shifts

Which one of these concerns you most right now, and why?

Be as specific as you can. What does it look like day to day?

Think about your team's resilience. What is filling the cup, and what is draining it?

Use the two columns below. Add as many as you like.

Filling the cup

(supports, strengths, positive practices)

Draining the cup

(pressures, gaps, stressors)

Note: *Some of what drains the cup is structural and outside your control. The question is: what can you do about the rest?*

Part 3: What Will You Actually Do?

Everything in this section is low cost or no cost. Pick one thing. Start there.

Which micro-recovery technique are you most likely to actually use?

- Physiological sigh: double inhale, long exhale (30 seconds)
- Grounding: name 5 things you can see right now
- Physical reset: shake out hands, roll shoulders, step outside for 60 seconds
- Something I already do:

Which team-level practice could you realistically start this week?

- Shift-start check-in: one word for how you're coming in today
- Buddy check: assign pairs, each person checks on the other
- End-of-shift debrief: 5 minutes, what was hard and what helped
- Normalise "I'm not okay today" as something people can say safely
- Something else:

Now make it specific. Fill in your commitment below.

The practice I am committing to:

When I will start:

Who I will tell:

How I will know it's working:

Note: *Telling your team what you're trying and why creates accountability and models intentionality. Consistency matters more than which practice you choose.*

Part 4: What Kind of Environment Are You Building?

Individual resilience has a ceiling. The environment your team works in determines whether those skills can actually be used.

Rate your workplace on each of these right now.

Circle or mark your answer: Not yet / Somewhat / Mostly / Yes

In our workplace...	Not yet	Somewhat	Mostly	Yes
Expectations are clear: people know what is theirs to carry	Not yet	Somewhat	Mostly	Yes
Workload redistribution is acknowledged when it happens	Not yet	Somewhat	Mostly	Yes
Debriefing after hard situations is built in, not optional	Not yet	Somewhat	Mostly	Yes
People feel safe to say they are struggling	Not yet	Somewhat	Mostly	Yes
Asking for help is normalised, not penalised	Not yet	Somewhat	Mostly	Yes
Recovery is treated as part of the job	Not yet	Somewhat	Mostly	Yes

Which one area would make the biggest difference if it improved?

What would it look like six months from now if that one thing had shifted?

What is one small action you could take this week toward that shift?

It doesn't need to be big. It just needs to be real.

My Commitment

Use this page as a quick reference to come back to after the session.

The one practice I am starting this week:

The person I am going to tell:

My two-week check-in date:

One thing I want to bring back to my team from today:

Note: *Resilience is not a destination. It's a practice. Every single thing you do to take care of your team is a step in the right direction.*

Resources

- People Working Well: www.peopleworkingwell.ca
- CMHA BC: cmha.bc.ca
- 988 Suicide Crisis Helpline: call or text 988
- BC Mental Health Support Line: 310-6789 (no area code needed)